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ABSTRACT

Assumptions regarding the relationships among personality type, communication, and relationship satisfaction were investigated. The Myers-Briggs' claim about personality matching, communication, and relationship satisfaction was directly evaluated. Myers-Briggs has asserted that homogamy of psychological type has a direct and positive impact on the quality of dyadic communication (understanding), and subsequently, on relationship satisfaction; conversely, heterogamy of psychological type may be damaging to interpersonal communication and relationship satisfaction. Communication, specifically interpersonal understanding, is thought to be the variable that regulates the association between personality matching and relationship success. Of the four MBTI dimensions, the perceptual dimensions of Sensing (S) and Intuition (N) are considered to be the most significantly related to marital compatibility. In order to assess interpersonal communication, the Relationship Resources Communication Questionnaire was developed for this study. Results failed to confirm Myers-Briggs' assertion that matching on the S-N dimension of the MBTI is related to the communication variables of agreement, expected agreement, understanding, similarity, perceived similarity, or marital satisfaction. However, results confirm that communication is related to marital satisfaction, and some relationship resources are found to be more salient to marital satisfaction than others. (Contains 1 tables, 2 figures, and 56 references.) (EMK)

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ED 423 453

Running head: PERSONALITY, PERCEPTIONS, AND SATISFACTION

Personality Similarity, Interpersonal Perception, and Relationship Satisfaction

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Abstract

We investigated assumptions regarding the relationships among personality type, communication, and relationship satisfaction; and directly evaluated Myers-Briggs' (1962) claim about personality matching, communication, and relationship satisfaction. Myers-Briggs has asserted that homogamy of psychological type has a direct and positive impact on the quality of dyadic communication (understanding), and subsequently, on relationship satisfaction, and that heterogamy (mismatch) of psychological type may be damaging to interpersonal communication and relationship satisfaction. While Myers-Briggs indicated that shared type preferences between couples facilitates communication, she later noted that of the four MBTI dimensions, the perceptual dimensions of Sensing (S) and Intuition (N) were the most significantly related to marital compatibility. In order to assess interpersonal communication, the Relationship Resources Communication Questionnaire (RRCQ) was developed for this study. Results failed to confirm Myers-Briggs' assertion that matching (on the S-N dimension of the MBTI) was related to the communication variables of agreement, expected agreement, understanding, similarity, perceived similarity, or marital satisfaction. However, they did confirm that communication was related to marital satisfaction; and it was found that some relationship resources were more salient to satisfaction than others.

Personality Similarity, Interpersonal Perception, and Relationship Satisfaction

The history of psychological research has demonstrated an association between three broad sets of variables: personality, communication, and relationship satisfaction. Myers-Briggs (1980) has stated that couples matched on certain personality traits will have a considerably different relationship experience in terms of communication and relationship satisfaction, than couples who are mismatched on the same personality traits. This study investigated a number of assumptions regarding the nature of the relationships among these three variables, and in doing so, directly evaluated Myers-Briggs' claim about personality matching, communication, and relationship satisfaction.

Clinical lore reveals a mix of assertions regarding the basis for a satisfying relationship. Some authors (Winch, 1952, Winch, Ktsanes, & Ktsanes, 1954; Winch, 1955; Winch, Ktsanes, & Ktsanes, 1955; Winch, 1958; Winch, 1963; Winch, 1967; Winch & Goodman, 1968) have held that "opposites attract," suggesting that the key to a successful relationship is heterogamy; or pairing individuals according to differences which they would find complementary. Other authors (Gray & Wheelwright, 1944; Tharp, 1963; Byrne, Griffith, & Stefanik, 1967; Maslow, 1950; Izard, 1963; Leslie, 1967; Bersheid & Walster, 1969; Water, 1975; Bentler & Newcomb, 1978) have investigated the notion that "birds of a feather flock together" -- suggesting that homogamy, the pairing of individuals according to similarities, is the basis for a satisfying relationship. Of specific relevance to the present study is the work of Myers-Briggs (1962, 1980) who, in discussing the relationship between personality and relationship satisfaction, has made a clear her belief that homogamy (relative to Jungian psychological type) has a direct and positive impact on the quality of dyadic communication (understanding), and subsequently, on relationship satisfaction. "Whatever a person's particular combination of preferences may be, others with the same combination will be easiest for him to understand and get along with. On the other hand, the person who differs from him is hard to deal with and hard to predict" (1962, p. 53).

Conversely, she argued that heterogamy, relative to psychological type, may be damaging to interpersonal communication. "Where two individuals interacting with one another are of similar type, there is a better chance of communication of ideas. Sensing types like facts, intuitives like possibilities, thinkers like logical principles, feeling types like a human angle. A good sound idea can be presented in any or all of these forms, but difficulties may be expected to occur if, say, the thinker attempts to force logical reasons upon a feeling type or possibilities upon the sensing people" (1980,p. 75).

While Myers-Briggs indicated that shared type preferences between couples facilitates communication, she later noted that of the four MBTI dimensions, the perceptual dimensions of Sensing (S) and Intuition (N) were the most significantly related to marital compatibility (p. 131).

Myers-Briggs' (1980) thoughts clearly implicate communication, most specifically interpersonal understanding, as the variable that regulates the association between personality matching and relationship success. While Myers-Briggs did not provide a clear psychological explanation for the association between homogamy and effective communication, her assertion that homogamy predicts effective communication better than heterogamy is not without historical precedent. Jourard (1971) effectively demonstrated that the similarities between two people play a universal role in determining whether or not people self-disclose. Byrne (1971) argued that homogamy breeds self-disclosure and therefore greater understanding; also, that being understood is intrinsically satisfying. Following the reasoning of these two authors, it appears that homogamy leads to self-disclosure, self-disclosure leads to understanding, and understanding leads to relationship satisfaction.

As noted above, Myers-Briggs asserted that homogamy (relative to psychological type preference) leads to interpersonal understanding, and therefore makes it easier for two people to "get along with" each other. Similarly, heterogamy makes others "hard to deal with." Congruent with this is the idea of Byrne (1971) who noted that homogamy breeds self-disclosure, self-disclosure breeds interpersonal understanding, and interpersonal understanding is inherently satisfying. In addition, a number of other psychological models of dyadic communication have

been proposed that collectively offer support for the assertion that communication serves to regulate the relationship between matching and relationship satisfaction.

While a case can be made that homogamy is related to communication, and that communication is related to satisfaction, questions remain concerning the salience of the topic of communication. All else being equal, it probably stands that for most couples agreement over their favorite colors is less critical to their marital satisfaction than agreement over expectations of fidelity. Numerous authors (Cronbach, 1958; Drewery, 1969; vanEs & Shingi, 1972; Jaco & Shephard,1975; Valle & Marinelli, 1975; Hall & Taylor,1976; Veenstra, 1987; Bochner, Krueger, and Chmielewski,1982) have presented their case for differentiating among the issues that are of concern to couples when evaluating communication for its relationship to satisfaction. Levinger and Breedlove (1966) noted that a couple's agreement is correlated with marital attraction only in areas where agreement is instrumental for promoting the pair's goals. They noted that agreement on the relative importance of issues was related more to satisfaction than agreement about which is the most important issue. In addition, White (1982) argued that issue salience may vary over the life of the relationship. For example, at one point in time, finding work and becoming financially stable might be a more critical concern than leisure, which might grow in importance after the couple's financial needs are satisfied.

The concern of issue salience, or communication with "regard to what," was a significant concern in this study. In order to accommodate this concern, Veenstra's (personal communication, August 18, 1990) developmental model of relationship functioning was introduced and used to derive the topics for measuring communication. Veenstra's model delineates six relationship resources around which couples organize their relationship experience. Furthermore, Veenstra has postulated a specific developmental order to the emergence of the resources. In developmental order (from first to last), the six relationship resources are: Contact, Caring, Control, Contracting, Comprehending, and Communicating. Briefly, Contact is about the very existence of the relationship itself, as well as qualitatively, what is the character of the connection. Examples of qualitative aspects are monogamy, commitment, and a sense of belonging together. Caring refers to the attachment of desired emotional value to the relationship. For example, is the couple in love,

do they desire to be together, and do they value each other's best interests. Control refers to the behavioral level of functioning, e.g., acting out roles (husband and wife), and the fulfillment of responsibilities like housekeeping, providing income, childcare, chores, etc. Contracting refers to the negotiation, definition, agreement, and remembering of roles and responsibilities. Comprehending refers to a couple's capacity to understand and relate to each other intellectually. Finally, Communicating refers to a couple's ability to express themselves to one another, or otherwise effectively convey information. Veenstra proposed that the relationship resources represent six levels of relationship functioning.

The Interpersonal Perception Method (IPM) of Laing, Phillipson,and Lee (1966) was used to evaluate communication. Laing's et al.'s method produces comparisons which translate into common communication variables, e.g., agreement, understanding, etc. The method operates off three levels of perception elicited from each member of a dyad. The levels of perception are identified and defined as the: (a) direct perspective, i.e., what an individual thinks about any referent designated as X; (b) metaperspective, i.e., what an individual thinks the other member of the dyad thinks about X; and (c) meta-metaperspective, i.e., what an individual thinks the other member of the dyad thinks the first individual thinks about X. Figure 1) depicts the various comparisons.

Insert Figure 1 about here

Within the figure, let H designate a husband; let W designate a wife, and let X designate a referent common to the husband and wife. Further, let H1 designate the husband's direct perspective (the husband's view of X), let H2 designate the husband's metaperspective (the husband's view of the wife's view of X), and let H3 designate the husband's meta-metaperspective (the husband's view of the wife's view of the husband's view of X). Similarly, let W1 designate the wife's direct perspective; let W2 designate the wife's metaperspective; and let W3 designate the wife's meta-metaperspective.

According to Laing's interpersonal perception method, specific perspectives can be compared to yield specific kinds of communication variables. A comparison of direct perspectives

(level 1) yields an index of whether a dyad is in agreement or disagreement on X. As a short hand, if H1 equals (=) W1, the couple is in agreement; and if H1 does not equal (≠) W1 the couple is in disagreement. When one person's metaperspective (level 2) is compared to another's direct perspective (level 1), the outcome of the comparison is an index of whether the first person understands or misunderstands the other. If H2 = W1, the husband understands his wife; and if H2 ≠ W1, the husband misunderstands his wife. In addition, the wife's metaperspective can be compared to the husband's direct perspective to determine whether the wife understands or misunderstands her husband.

At least two additional sets of comparisons can be performed to yield the variables realize vs. fail to realize, as well as feel understood vs. feel misunderstood. If H3 equals W2, the husband is said to "realize" that his wife either does or does not understand him. If H3 does not equal W2, the husband is said to "fail to realize" that his wife either does or does not understand him. Note that whether the wife does or does not understand the husband is still determined as defined above. Likewise, if W3 equals H2, the wife is said to "realize" whether or not the husband understands or misunderstands her; and if W3 does not equal H2, the wife is said to fail to realize whether or not the husband understands or misunderstands her. The variables "feel understood" and "feel misunderstood" are determined from the intrapersonal perspective (comparing one of the husband's perspectives to another of the husband's perspectives; likewise, comparing one of the wife's perspectives to another of the wife's perspectives). For example, if H3 equals H1, the husband is said to feel understood. However, if H3 does not equal H1, the husband is said to feel misunderstood. Finally, if W3 equals W1, the wife is said to feel understood. And if W3 does not equal W1, the wife is said to feel misunderstood. Subjects were not required to provide data on H3 and W3 due to the added length and time required to complete the RRCQ. Since providing these data was optional, this study did not include the variables realize, fail to realize, feel understood, and feel misunderstood.

In this study the Relationship Resources Communication Questionnaire (RRCQ) (see Method) was developed to measure the communication variables of agreement and understanding. The RRCQ amounted to using the method of the IPM with content (issues) from Veenstra's model.

In other words, the RRCQ measured the subjects perspectives (levels 1 and 2) with each of the six relationship resources serving as a referent (X). The development of the RRCQ and the various communication indices used in this study are elaborated below.

Research Questions

At a broad level this study served to address questions which were designed to evaluate the relationship among three variables; personality, as measured by the Sensing and Intuition dimensions of the MBTI; communication, as measured by the RRCQ; and relationship satisfaction, as measured by the Dyadic Adjustment Scale.

With regard to the relationship between personality and communication, the substantive issue was the proposition of Myers-Briggs, that couples who are matched on the Sensing and Intuition functions of the MBTI would exhibit better communication than couples who are mismatched on those same personality functions. Four questions addressed this issue. Question A1: Is there a difference in communication among couples who were matched versus couples who were mismatched on the Sensing and Intuition dimensions of the MBTI? Question A2: What is correlation between the amount of similarity on Sensing and Intuition shared by a couple and the quality of their communication? Question A3: Can information about a couple's ability to communicate be used to differentiate among couples who were matched or mismatched on the Sensing and Intuition dimensions of the MBTI? Question A4: Is there a difference among couples showing different patterns of communication in terms of the extent to which they are similar on the MBTI?

With regard to the relationship between communication and relationship satisfaction, the substantive issue was the proposition of Myers-Briggs that the quality of a couple's communication is related to their relationship satisfaction. Three questions were asked. Question B1: If couples were categorized by their pattern of satisfaction, would there be a difference between those categories in the way in which couples communicated with each other? Question B2: Can information about a couple's communication be used to reliably predict their pattern of relationship satisfaction? Question B3: Can information about a couple's communication be used to reliably predict their relationship satisfaction?

With regard to personality and relationship satisfaction, the substantive issue was the proposition of Myers-Briggs that couples who were matched on the Sensing and Intuition functions of the MBTI would exhibit better relationship satisfaction than couples who were mismatched on those same personality functions. Three questions were asked. Question C1: Is there a difference in relationship satisfaction among couples who are matched versus couples who are mismatched on the MBTI. Question C2: How much difference in relationship satisfaction would remain among couples who were matched versus couples who were mismatched on the Sensing and Intuition dimensions of the MBTI, when their differences were first accounted for by information about the quality of their communication? Question C3: What is the contribution of information about how closely a couple is matched on the Sensing and Intuition dimensions of the MBTI relative to information about how well they communicate? This third question was addressed in two ways: (a) what is the relationship of personality and relationship satisfaction when relationship satisfaction is first predicted by communication, and (b) what is the contribution of personality relative to the contribution of communication when both are used simultaneously to predict relationship satisfaction?

In addition, a series of questions was asked about issue salience. The substantive issues underlying the questions of issue salience were (a) whether or not couples communicate differently about different relationship resources, (b) whether or not matching on personality makes a difference in how couples communicate about relationship resources, and (c) how communication about the various levels of relationship resources can be used to predict relationship satisfaction. Three questions were asked. Question D1: Do couples communicate differently across the different content areas of the RRCQ? Question D2: Is there a difference in perceptions among couples who are matched versus couples who are mismatched on the Sensing and Intuition dimensions of the MBTI across the different content areas of the RRCQ? Question D3: Can information about a couple's communication on the different content areas of the RRCQ be used to reliably predict their relationship satisfaction?

The final question of this study was designed to test whether or not the interrelationships of the various relationship resources described in Veenstra's model and operationalized in this study,

met the two underlying assumptions of (a) measuring a single dimension called relationship development, and (b) that certain contingencies accurately describe the developmental ordering of the relationship resources. Specifically, it was hypothesized (a) that the relationship resources have been arrayed in developmental order, from first to last, as Contact, Caring, Control, Contracting, Comprehending, and Communicating; and (b) that the RRCQ therefore meets the criteria of a Guttman scale. Therefore, Question D4 asked: Does Veenstra's model of relationship resources comport with the assumptions that it is both unidimensional and cumulatively hierarchical?

Method

Subjects

Subjects for this study were 197 married couples. At least one of the participants within each married couple was enrolled as a graduate student at a large midwestern university at the time of the study. As a further condition of participation all participants needed to have English as their first language. This criteria was used in order to maximize the probability that particip nts could understand the rather complex measurements used in this study.

The age of the husbands ranged from 23 to 69, with a mean of 36.25 and a standard deviation of 9.2. The age of the wives ranged from 22 to 59, with a mean of 34.23 and a standard deviation of 8.6. The number of years of marriage for the couples ranged from 1 to 35, with a mean of 9.64 and a standard deviation of 8.34. Husbands' and wives levels of education ranged from high school through some graduate school.

Instruments

Demographic Questionnaire. A brief questionnaire was used to elicit information regarding each subject's age, sex, years of marriage, and level of education.

Myers-Briggs Type Indicator (MBTI; Form G, Briggs & Briggs-Myers, 1977). The MBTI Form G is a paper and pencil, forced choice, 126-item instrument which has been used extensively to identify Jung's personality types. The MBTI was scored using the protocol found on the scoring templates which accompany the instrument. Only the Sensing - Intuition dimension was used in this study. The scoring produced each subject's type preference, either Sensing or

Intuitive, as well as each subject's raw score points on both Sensing and Intuition. Good reliability for the MBTI has been repeatedly established. Myers (1962) showed for each of the preferred dichotomies, E-I, S-N, T-F, and J-P, using split-half correlations with a college population, ranged from .80 to .87 for males and .82 to .87 for females. Wright (1967) demonstrated test-retest reliability in a study of 94 public school teachers retested over a six year period. Of the 94 subjects 61 percent remained the same in all four preference categories. McCalley (1981) noted in a review of Wright's work, plus eight other samples with shorter test-retest periods, that 70-88% of the cases in the samples had three or four type preferences the same on the retest. Carlson (1985) reported test-retest reliabilities for a 5 week period ranged from .77 to .89.

Convergent validity for the MBTI has been reasonably well established. Two independent research studies found similar conclusions. Stricker and Ross (1964) and Bradway (1964) each found the continuous scores for the corresponding scales between the Gray-Wheelwright questionnaire (1946), an alternative instrument for measuring Jungian psychological type and the MBTI, to be significantly correlated at the $p < .01$ level: Extraversion-Introversion, .79; Sensing-Intuition, .58; Thinking-Feeling, .60. The Gray-Wheelwright does not have a Judging-Perception scale.

Attempts to establish construct validity for the MBTI through typing abilities of Jungian analysts (Meier & Wozny, 1978) or through self-typing abilities (Harrison, 1976; Cohen, Cohen & Cross, 1981) have not been successful. However, in a study using spouses as subjects, Carlson (1985) argued that there was high construct validity for the MBTI as spouses were able to recognize each other's types on most scales. Therefore, the MBTI's measures corresponded with the perceptions of the spouses assessments of each other. Carskadon (1982) had 129 persons attempt to correctly identify the description of their type without benefit of prior education on the meaning of the MBTI constructs. Carskadon found that 66% of the subjects, gave the highest ranking to either their actual description or to that with their lowest scale reversed, 23 % had either the Extraversion-Introversion or the Judgment-Perception scales reversed, 7 % had either the Sensing-Intuition or the Thinking-Feeling scales reversed, and only 4% had a type description

exactly opposite of their own. Similarly, Carskadon and Cook (1982) found that for 118 subjects 27% rated their correct description as "very true," 37% rated the description as "mostly true," 28% as "partly true," and only 8% rated the descriptions as "not very true at all." Peavy (1964) used five instruments to differentiate Sensors and Intuitives and found that a preference for Intuition was correlated with impracticality and radicalism. MacKinnon (1962) found that even though 75% of the general population prefer Sensing to Intuition, it is possible to locate isolated groups with a high percentage of Intuitives. In a sample of carefully selected creative writers, mathematicians, research scientists, and architects, almost 97% had the Intuitive preference. Two studies (Carskadon & Knudson, 1978; Carlson, 1980) noted that a markedly higher proportion of Intuitives are found to be more highly cognitively complex than Sensors.

Information on predictive validity is limited. Bruhn, Bunce and Greaser (1978) found that MBTI personality information could not be used to predict performance or grades in school. Goldschmid (1967) found only moderate predictive ability in an attempt to use the MBTI to predict college majors for two samples of undergraduates. Similarly, Stricker, Schiffman & Ross (1965) found the ability of the MBTI to be weak in attempting to predict dropout rates at two colleges. Results varied substantially with the criterion and sample used.

Relationship Resources Communication Questionnaire (RRCQ). The RRCQ is a four page communication questionnaire developed by the researchers. It was designed to measure perceptions relative to the six relationship resources described by Veenstra & Kobes (1987). Six items were developed for each of the six relationship resources, yielding a total of 36 items. Items were worded for each perspective (direct or meta). Furthermore, items were worded with reference to the husband and also with reference to the wife. Thus, 36 items times two perspectives (direct and meta) times two referents (husband and wife) yielded a total of 114 items for each subject. For example, the statement "I am tender towards my wife" represented the husbands' direct perspective on themselves regarding the Caring resource. The statement "I am cooperative with my husband" represented the wives' direct perspective on themselves with regard to the Contract resource.

The method of scoring the RRCQ was similar to that developed by Laing et al. (1966) except that where Laing used a true-false scaling, the RRCQ used a 5-point Likert-type scale. Scoring involved subtracting the value endorsed for a specific question from the value endorsed for the comparison question. Logic determined the meaning assigned to the specific comparison. For example, in discussing the IPM method above (see Figure 1), a comparison (:) of direct perspectives (H1:W1) yielded a measure of agreement between a husband and a wife. A comparison of the husband's metaperspective to the wife's direct perspective (H2:W1) yielded a measure of understanding, i.e., how well the husband understood the wife's perspective on the referent (X). All comparisons were converted to their absolute value.

To represent the fact that each individual answered questions with both themselves and their spouse as referents, Figure 1 can be expanded into two triangles (see Figure 2), with the husband as the referent in the first triangle and the wife as the referent in the other. In Figure 2, H1H indicates the husband's direct perspective on himself (Husband); H1W indicates the husband's direct perspective on his wife; W1W indicates the wife's direct perspective on herself (Wife); W1H indicates the wife's direct perspective on her husband; H2H indicates the husband's metaperspective on the wife about husband (his perspective of the wife's perspective on him) , H2W indicates the husband's metaperspective on the wife about wife (his perspective of the wife's perspective on her) ; W2W indicates the wife's metaperspective on husband about the wife (her perspective of the husband's perspective on her) ; and, W2H indicates the wife's metaperspective on husband about the husband (her perspective of the husband's perspective on him). All the communication variables used in this study were based on information from the direct and meta levels. Since providing data on the meta-metaperspectives (H3H, W3H, H3W, W3W) was optional, this study did not include the variables realize, failure to realize, feel understood, and feel misunderstood, as defined earlier.

The variables used in this study were defined as follows, with their abbreviations in parentheses. H1H was compared to H1W to determine the husband's perceived similarity of the couple (PersimH); W1W was compared to W1H to determine the wife's perceived similarity of the couple (PersimW); H1H was compared to W1H to determine the couple's agreement with regard

to issues related to the husband (AgreeH); H1W was compared to W1W to determine the couple's agreement with regard to issues related to the wife (AgreeW); H1H was compared to W1W to determine the similarity of each person's self-perceptions (Similar); H2H was compared to H1H to determine the husband's expectations of agreement with regard to issues about the husband (ExpagrH); W2W was compared to W1W to determine the wife's expectations of agreement with regard to issues about the wife (ExpagrW); H2H was compared to W1H to determine the husband's understanding of the wife's view of him (UnderH); and W2W was compared to H1W to determine the wife's understanding of the husband's view of her (UnderW).

Table 1 summarizes the variables used in this study. Listed in the left column of the table are the specific perspectives which were compared to derive the various communication variables. In the center column is a brief description of each communication variable. In the right column is the abbreviation of each variable name.

Insert Table 1 about here

The Dyadic Adjustment Scale (DAS; Spainer, 1976). The DAS is a refined and improved version of the Locke-Wallace Adjustment Scale (Locke & Wallace, 1959). The DAS is a 32 item questionnaire which measures dyadic adjustment. Spanier reported a scale reliability of .96 for the measure as a whole, using Cronbach's coefficient alpha. Scoring of the DAS is based on a total of all items, with a range of 0-151. A higher score reflects a higher level of satisfaction in the relationship.

Procedure

Letters of solicitation were sent to 1,500 eligible students. A total of 237 couples (15.8%) returned a postcard to indicate their interest in participating, and each of these couples was sent a packet containing all the materials necessary for their participation. The order for instrument completion was randomized across couples; couples were requested to complete the instruments in the order in which they received them, and to work independent of their spouse. Each instrument was coded with the subject's unique code number to help insure confidentiality of the results. The data used in the analyses was from 197 couples who returned all materials in usable form, which

constituted 83% of the couples to whom instruments packets were sent, and 13% of the original 1500 letters of solicitation.

Results

With regard to the relationship between personality and communication Question A1 asked whether there was difference in communication among couples who were matched versus couples who were mismatched on the Sensing and Intuition dimensions of the MBTI? A MANOVA was conducted with the independent variable of type of match on the MBTI. According to MBTI type preference, the four conditions (coding the husband's and wife's types respectively) were SS, NN, SN, and NS. The multiple dependent communication variables were PersimH, PersimW, AgreeH, AgreeW, Similar, ExpagrH, ExpagrW, UnderH, and UnderW. The multivariate test of significance (Wilks's lambda) for Type of Match was not significant, F, (27, 542) = 1.19, p = .232. Question A2 asked whether information about a couple's ability to communicate could be used to differentiate among couples who were matched (SS, NN) or mismatched (SN, NS) on the Sensing and Intuition dimensions of the MBTI. A discriminate function analysis was used to determine whether a linear combination of all nine communication variables could differentiate among four types of match on the MBTI. Three discriminate functions were calculated. None of the three functions was statistically significant at $p < .05$. The percent of grouped cases correctly classified was 40.21%. The probability of correct classification by chance, used in calculating Kappa, was 57.49%. Kappa was calculated to be -.40, thus showing that the discriminate function did a 40% worse job of classifying the cases than by chance alone. Question A3 concerned the relationship between the amount of similarity on Sensing and Intuition shared by a couple and the quality of their communication. A stepwise multiple regression analysis was used to measure the degree of association between communication and strength of match on the MBTI. The predictor variables were PersimH, PersimW, AgreeH, AgreeW, Similar, ExpagrH, ExpagrW, UnderH, and UnderW. The dependent variable was strength of match on the MBTI. All nine predictor variables were entered into the regression equation simultaneously. The multiple R was not significant at $p < .05$. The correlation matrix showed that the correlations between StromSN and the communication variables are very weak, ranging between -.08 and +.03. Question A4

asked whether there were a difference among couples showing different patterns of communication in terms of the extent to which they are similar on the MBTI. Communication patterns of High-High (HH), Low-Low (LL), High-Low (HL), and Low-High (LH) were created from the communication variables based on High and Low positions relative to a median split in the Husbands' and Wives' communication scores. Following the logic of this procedure, the nine communication variables (PersimH, PersimW, AgreeH, AgreeW, Similar, ExpagrH, ExpagrW, UnderH, and UnderW) were made into six new variables, each with four high/low patterns. These new variables were: Persim (derived from PersimH and PersimW), AgreeH (derived from the husband's direct perspective on himself [H1H] and the wife's direct perspective on her husband [W1H]), AgreeW, (derived from the husband's direct perspective on his wife [H1W] and the wife's direct perspective on herself [W1W]), Similar (derived from the husband's direct perspective on himself [H1H] and the wife's direct perspective on herself [W1W]), Expagr (derived from ExpagrH and ExpagrW), and Under (derived from UnderH and UnderW). An ANOVA was conducted for each of the six new variables. None of the six ANOVA's was statistically significant. For Persim, F (3,190) = 1.24, p = .296; for AgreeH, F (3, 192) = 1.31, p = .273; for AgreeW, F (3,191) = .561, p = .641; for Similar, F (3,193) = .656, p = .58; for Expagr, F (3,193) = .132, p = .941; and for Under, F (3,190) = .712, p = .546.

With regard to the relationship between communication and relationship satisfaction Question B1 asked whether couples categorized by their pattern of satisfaction, would differ in the way they communicated with each other. High and low positions for husbands and wives for satisfaction were established by assigning the husband and the wife to a high or low position using a median split on their DAS scores. The resulting satisfaction patterns were high-high (HH), low-low (LL), high-low (HL), and low-high (LH), according to the husband's and wife's positions respectively. A MANOVA was conducted with satisfaction pattern as the independent variable, and the nine communication variables (PersimH, PersimW, AgreeH, AgreeW, Similar, ExpagrH, ExpagrW, UnderH, and UnderW) as the multiple dependent variables. The multivariate test of significance (Wilks's lambda) for satisfaction group was significant, F (27,542) = 6.46, $p < .001$. Univariate F tests revealed a stable pattern for each communication variable showing a statistically

significant difference ($p < .001$)between the HH group (showing the least perceptual distortion) and the LL group (showing the greatest perceptual distortion). The one exception to this pattern was for the variable UnderH where it was the LH group that showed the greatest perceptual distortion. Question B2 asked whether information about a couple's communication could be used to reliably predict their pattern of relationship satisfaction. Four high-low satisfaction groups were formed as for Question B1. A discriminate function analysis was used to determine whether a linear combination of all nine communication variables could differentiate among the four satisfaction groups. Two statistically significant discriminate functions resulted. Function 1 (Wilks's lambda = .4367, χ^2 (27) = 154.51, $p < .0001$)discriminated best between the HH and LL satisfaction groups, and accounted for 78.27 percent of the variance; Function 2 (Wilks's lambda = .8037, χ^2 (16) = 40.74, $p < .0001$)discriminated best between the HL and LH satisfaction groups, and accounted for 15.89 percent of the variance. Question B3 asked whether information about a couple's communication could be used to reliably predict their relationship satisfaction. A multiple regression analysis used the nine communication variables to predict relationship satisfaction. A statistically significant equation ($R = .77$, $R^2 = .60$, adjusted $R^2 = .58$, and F (9,184) = 30.52, $p < .0001$)using three communication variables (PersimW, PersimH, Similar) predicted 58 percent of the variance in relationship satisfaction.

With regard to personality and relationship satisfaction, Question C1 asked whether there were a difference in relationship satisfaction among couples who are matched versus couples who are mismatched on the MBTI. The ANOVA, conducted with four types of match on the MBTI (SS, NN, SN, NS) and the dependent variable of relationship satisfaction, was not significant, F (3,193) = .42, $p = .741$. Question C2 concerned the difference in relationship satisfaction that would remain among couples who were matched versus couples those who were mismatched on the Sensing and Intuition dimensions of the MBTI, when their differences were first accounted for by information about the quality of their communication. An ANCOVA indicated no significant difference in relationship satisfaction among the four types of match on the MBTI with the nine communication variables used as covariates, F (3,181) = 1.39, $p = .248$. Question C3 concerned the contribution of information about how closely a couple is matched on the Sensing and Intuition

dimensions of the MBTI relative to information about how well they communicate. This question was addressed in two ways: (a) what is the relationship of personality and relationship satisfaction when relationship satisfaction is first predicted by communication, and (b) what is the contribution of personality relative to the contribution of communication when both are used simultaneously to predict relationship satisfaction? For (a), a multiple regression analysis was used to predict strength of match on the MBTI by initially entering the nine communication variables, followed by strength of match on the MBTI. The analysis yielded a statistically significant correlation (R = .774, adjusted R^2 = .60, and F (9,184), = 27.39, $p < .001$) between the communication variables and relationship satisfaction, with no additional information gained when strength of match was added to the equation. For (b), the first three communication variables (PersimW, PersimH, Similar) were entered into the equation. The analysis was statistically significant (R = .77, R^2 = .60, adjusted R^2 = .58, and F (10,183) = 27.39, $p < .0001$), but strength of match did not enter into the equation.

With regard to issue salience and Veenstra's model, Question D1 asked: Do couples communicate differently across the different content areas of the RRCQ? A MANOVA for repeated measures was used to evaluate differences in the six relationship resources for each of the nine communication variables. A statistically significant MANOVA revealed numerous differences. Additionally, the univariate analysis for each of the nine communication variables was significant, $p < .01$. Question D2 asked: Is there a difference in perceptions among couples who are matched versus couples who are mismatched on the Sensing and Intuition dimensions of the MBTI across the different content areas of the RRCQ? A two-way MANOVA for repeated measures was used. A significant multivariate F for between subjects analysis revealed differences for AgreeW, F (3,191) = 4.19, $p < .05$; and for UnderW, F (3,191) = 3.20, $p < .05$. Question D3 asked whether information about a couple's communication on the different content areas of the RRCQ could be used to reliably predict their relationship satisfaction. A series of multiple regression analysis, one for each communication variable, found significant results ($p < .0001$) for all nine variables. The resources of Contracting and Caring were the most frequently occuring predictors. Additionally, the wife's perceived similarity of the couple (PersimW) accounted for more variance (49 percent)

in relationship satisfaction than any of the other eight communication variables. Question D4 addressed whether Veenstra's model of relationship resources satisfied the assumptions that it is both unidimensional and cumulatively hierarchical. A Scalogram analysis was conducted for four communication variables (AgreeH, AgreeW, UnderH, UnderW). None of the analysis supported the assumptions.

Discussion

This study was concerned with the relationships among three primary variables, personality, communication, and relationship satisfaction. The research questions were presented as four sets of questions. The first three sets of questions addressed the relationships among personality, communication, and relationship satisfaction in pairs as: (a) the relationship between personality and communication (Question A1, Question A2, Question A3, and Question A4), (b) the relationship between communication and satisfaction (Question B1, Question B2, and Question B3), and (c) the relationship between personality and satisfaction (Question C1, Question C2, and Question C3). The underlying assumption with respect to the first three sets of questions was the premise of Myers-Briggs (1980) that couples matched on certain personality traits will have a considerably different relationship experience in terms of communication and relationship satisfaction, than couples who are mismatched on the same personality traits. The fourth set of questions (Question D1, Question D2, Question D3, and Question D4) addressed issue salience and the developmental order of Veenstra's model. Each group of questions is discussed below in the order in which they were presented above.

Personality Similarity and Communication

Myers-Briggs' premise about the relationship between personality and communication (communication would be better between matched types than between mismatched types) was clearly stated:

> Where two individuals interacting with one another are of similar type, there is a better chance of communication of ideas. . . . but difficulties may be expected to occur if, say, the thinker attempts to force logical reasons upon a feeling type or possibilities upon the sensing people. (Myers-Briggs, 1962, p. 75)

The substantive issue underlying these questions was the proposition of Myers-Briggs that couples who were matched on the Sensing and Intuition function of the MBTI would exhibit better communication than couples who were mismatched on those same personality functions. As noted above, this proposition was analyzed as four different questions.

The results of each of the four analyses failed to provide statistical support for Myers-Briggs' premise. It may be concluded from these four analyses that the relationship between personality and communication did not comport with the premise of Myers-Briggs that couples who were matched on the Sensing and Intuition functions of the MBTI would exhibit better communication than couples who were mismatched on those same personality functions. Indeed, the results showed that similarities and differences on Sensing and Intuition between couples had virtually no relationship with how well the couple communicated with each other. In fact the correlation between the couple's strength of match on the MBTI and the nine communication variables was very weak, ranging between -.09 and +.03.

Despite Jung's (1971) remarks that the majority of marriages that analysts see are "particularly those that go wrong because the types are too different" (Myers, 1971), the findings concerning the relationship between personality and communication in this study reveal no support whatsoever for Myers-Briggs' contentions.

Communication and Relationship Satisfaction

In particular, Myers-Briggs referenced the Sensing and Intuition dimensions of the Myers-Briggs Type Indicator as the single personality dimension which would be most highly related to differences between couples in communication and relationship satisfaction. She noted:

> Among our 375 couples, there was significantly more similarity than difference between husband and wife of each of the four preferences. The most frequent similarity was on SN, which suggests that seeing things the same way, whether by sensing or by intuition, does more to make a man and woman understandable to each other than a shared preference on EI or TF or JP. (Myers-Briggs, 1980, p. 128)

The substantive issue underlying these questions was the proposition of Myers-Briggs that the quality of a couple's communication was related to their relationship satisfaction in that better

communication was positively related to relationship satisfaction. This proposition was analyzed as three different questions.

The results of the first analysis (Question B1) were that a stable pattern of relationships confirmed the expected relationship between communication and relationship satisfaction, with one exception. When both partners of the dyad were at or above their gender's median in satisfaction (HH), the couple exhibited the least distortion in communication. Conversely, when both partners in a dyad were below their gender's median for satisfaction (LL) the couple exhibited the greatest distortion in communication. Therefore, mutually satisfied couples had better communication as operationalized by perceived similarity, agreement, actual similarity, expected similarity, and understanding than mutually dissatisfied couples. The exception was for the husbands' understanding of the wives' view of the husbands (UnderH). The HH satisfaction group acted like it did for the other variables (showed the greatest understanding); but rather than the LL satisfaction group showing the least understanding, it was the LH group. In other words, when the husbands were dissatisfied and the wives were satisfied, the husbands' misunderstanding was the greatest. It should be noted, however, that the LL group was not significantly different from the LH group.

The results of the second analysis (Question B2) were that two functions were able to differentiate among the four satisfaction groups. The first function most clearly differentiated between the HH and LL satisfaction groups. Additionally, it was the wives perceptions, particularly the wives perceptions of the couples' similarity (PersimW), that contributed most to Function 1. Evaluation of the means of all nine communication variables showed that better communication was associated with the HH group and worse communication was associated with the LL group. Since PersimW was computed as a comparison between the wives' perceptions of themselves and their perceptions of their husbands, it can be concluded that the wives perceptions alone were the most potent overall as far as predicting couples who were either mutually satisfied or mutually dissatisfied. This conclusion was valid for PersimW, but was also supported by noting that three of the five next best predictors were with variables related to the wife. Also, that of the four communication variables which were based solely on information from one member of

the dyad, both of the variables based on the wives information (PersimW, ExpagrW) were better predictors than the ones based on the husbands information (PersimH, ExpagrH).

Function 2 differentiated best between the two mismatched groups (HL, LH). Whereas the variables based solely on the husbands' information were among the worst predictors for Function 1, they were among the best predictors when it came to differentiating between the two mismatched groups. The husband variables PersimH, ExpagrH, AgreeH and UnderH had the smallest means (showed better communication) when the husband was satisfied and the wife was dissatisfied. Alternatively, the wives' variables PersimW, ExpagrW and UnderW had the smallest means (showed better communication) when the husband was dissatisfied and the wife was satisfied. The exception to this was AgreeW, where the high-low group had a lower mean than the low-high group. However, since agreement on the wife (AgreeW) contributed more than any other variable on Function 2, and since it was negative and its correlation with Function 2 was small, agreement on the wife may act as a suppressor.

While it is not perfectly clear, it is possible that both functions are doing the same thing, i.e., differentiating satisfied from dissatisfied groups, with Function 2 having the more difficult task of doing so with mixed (HL and LH) groups. Perhaps the first function predicted the wives' satisfaction, without noise from the husbands being opposite in satisfaction. Also, perhaps the second function predicted the husbands' satisfaction, doing so with noise from the wives' being opposite in satisfaction.

The results of the third analysis (Question B3) was that how a couple communicated made a good predictor of their satisfaction. Specifically, when all nine communication variables were allowed to predict, the three best predictors of relationship satisfaction (PersimW, PersimH, and Similar) alone accounted for 58% of the variance in relationship satisfaction. That is to say, of all nine communication variables, those related to similarity were better predictors of relationship satisfaction than actual agreement, expected agreement, or understanding. This was an interesting finding in that on the one hand it confirmed Myers-Briggs' hypothesis that good communication is positively related to relationship satisfaction, and on the other hand it showed that perception of similarity (with regard to various topics of communication, not psychological type) is a better

predictor of relationship satisfaction than understanding. This is reminiscent of the words of Kelly (1941) who stated:

> the actual relative positions of the husband and wife on a personality trait continuum are not as important in determining compatibility as the belief of the husband and wife regarding their relative positions on these scales. (p. 193)

While Kelly's reference was in regard to beliefs (perceptions) of relative positions on personality scales, his words appear to apply to the findings of this study that matching and mismatching on Sensing and Intuition are not related to relationship satisfaction, but that perceptions of similarity with regard to relationship resources are strongly related to relationship satisfaction.

Personality and Relationship Satisfaction

Myers-Brigg's premise about the relationship between personality and satisfaction (that couples who are matched will be more satisfied than couples who are mismatched) was tied to her premise about the relationship between communication and satisfaction (couples who understand each other easily will get along better than couples who have difficulty understanding each other). She stated:

> Whatever a person's particular combination of preferences may be, others with the same combination will be easiest for him to understand and get along with. On the other hand, the person who differs from him is hard to deal with and hard to predict. (Myers-Briggs, 1962, p. 53)

The substantive issue underlying these questions was the proposition of Myers-Briggs that couples who were matched on the Sensing and Intuition function of the MBTI would exhibit better relationship satisfaction than couples who were mismatched on those same personality functions. Specifically, this should be because matched couples would communicate better than mismatched couples. This proposition was analyzed as three different questions.

The results of these analyses are as follows: (Question C1) There was no significant difference in relationship satisfaction between matched and mismatched couples. (Question C2) There was no significant difference in relationship satisfaction between matched and mismatched

couples when the variance attributable to the nine communication variables was covaried out. (Question C3) First, couple's strength of match on the MBTI offered no improvement in the prediction of relationship satisfaction after relationship satisfaction was predicted with the nine communication variables. Second, relative to the nine communication variables, couple's strength of match on the MBTI contributed no useful information in predicting relationship satisfaction.

Despite Myers-Briggs' premise that personality is strongly related to satisfaction, in particular for the Sensing and Intuition dimensions of the MBTI, the results of this study found otherwise. Whether looking at group differences between matched and mismatched couples, or looking at strength of match on the MBTI, the relationship between personality and relationship satisfaction, with regard to the Sensing and Intuition dimensions of the MBTI, was insignificant.

General Conclusions About the Relationship Between Personality Similarity, Communication, and Relationship Satisfaction

Overall, with regard to the relationship between personality and communication, the findings of this study suggest that even when operationalized in a variety of ways, the relationship is virtually nonexistent. Furthermore, with regard to the relationship between personality and relationship satisfaction, the findings of this study suggest that even when operationalized in a variety of ways, the relationship is virtually nonexistent. There was a strong relationship, as expected, between communication and relationship satisfaction. However, this apparently had nothing to do with personality, i.e., either how similar couples were, or whether or not couples were matched or mismatched on the Sensing and Intuition dimensions of the MBTI. Overall, the results of this study suggest that Myers-Briggs was wrong in her assumptions about the relationship between psychological type and couples' communication and relationship satisfaction, as regards the Sensing and Intuition dimensions of the MBTI.

It is of clinical interest to note that the results of this study failed to find a relationship between the Myers-Briggs Sensing and Intuition dimensions and communication in spite of the fact that the variables were operationalized a variety of ways. The MBTI is a mainstay reference for many marriage counselors, and is commonly used to explain to couples why they have difficulty understanding each other. In light of the findings of this study, this clinical use of the MBTI must

be seriously questioned. Nonetheless, Myers-Briggs put forth her premise as intuitively sensible. "It only seems reasonable," said Myers-Briggs, "that the greater mutual understanding between couples with more likeness than difference should lead, on the whole, to greater mutual attraction and esteem" (Myers-Briggs, 1980, p. 127). Perhaps the reason Myers-Briggs' premise was not supported is embedded somewhere in the term "reasonable." Myers-Briggs did not provide a reason, i.e., a psychological explanation of the mechanism by which similarity in type preferences ought to be made manifest in greater understanding. Her claim is simply that if two people share a common preference, they will in turn understand and like each other better than two people who do not share the same preference. Given the findings of this study, Myers-Briggs' intuition may not be as reasonable as she asserted.

One possible explanation for the fact that psychological type did not adequately predict communication or satisfaction is simply that there are many more influences on communication and satisfaction than psychological type can account for. Simply put, psychological type may not be comprehensive enough to account for all the variables that influence communication and relationship satisfaction.

Another possible explanation why Myers-Briggs' assertion was not supported can be seen by noting that personality is at a different level of analysis than both interpersonal communication and relationship satisfaction. On the one hand, psychological type is a "personological" construct which simply describes attributes of the individual. On the other hand, communication and relationship satisfaction are "interactional" constructs, implying the potential for a qualitative change to emerge from the interaction of two people rather, than just quantitative change (e.g., more or less understanding). Therefore, it may simply be that the kind of information encoded at the personological level of analysis is incapable of predicting an interactional outcome. This calls into question the capacity of psychological type to account for much of the variance in interpersonal interactions, including communication and satisfaction. Perhaps there is an emergent quality to communication and satisfaction that is unexpected at the level of analysis of personality. Given that Myers-Briggs did not provide an explanation of the psychological mechanism whereby type

similarity is associated with greater understanding, it is not possible to analyze this presumed association at a level that might provide clues as to the breakdown in her reasoning.

Another potential factor that stands between the MBTI and its predictive validity is its ipsative scoring system. The MBTI is a forced choice format wherein the endorsement of one preference precludes credit for the opposite preference. In this study one subject returned his MBTI only half finished with a note that said he was sorry, but he could not go on forcing himself to make dichotomous choices that gave a false impression of his preferences. Perhaps this person's reaction suggests something about the MBTI, i.e., that it falsely represents personality. If this is the case, then matching couples by type would give a false impression of more similarity or difference than really exists. Also, if this were the case, it leaves open the possibility that Myers-Briggs' assertions might still apply to Jungian type theory, but that the MBTI is simply an invalid device to measure Jungian types.

Serious questions of the validity of the MBTI have been raised by Garden (1991). One in particular was her question "Is everybody a type?" (p. 7). Garden pointed out that Jung himself did not think that everyone should be considered or treated as a type. Instead, one should only be treated as a type when one's use of that attitude or function is habitual. "When any of these four basic psychological functions is habitual, thus setting a definite stamp on the character of the individual, I speak of a psychological type" (Jung, 1971, p. 482). Garden argued that Jung posited the psychological attitudes and functions as being dichotomous at any one point in time, which is different from the argument for the existence of dichotomous types. For example, while Sensing and Intuition are opposite functions, so that at any one point in time one must use one or the other (by definition), this is not the same as saying that people are either Sensing or Intuitive. Jung made a clear distinction between a preference for a function (Sensing or Intuition) versus being a type. The problem with the MBTI is that it construes all people as types based on even the slightest of preferences. The net effect is a high probability that a lot of false classifications are made by the MBTI. Furthermore, aside from false classifications (i.e., in the example described, the act of classification itself is false), the MBTI goes on to treat the falsely classified individual as belonging to a mutually exclusive category. All of this suggests that Myers-Briggs' assertion

about matching was based on an incorrect (relative to Jungian theory) theory about psychological type, which allowed her to posit an oversimplified theory of matching. This leaves wide open the possibility that Myers-Briggs' assumptions about the relationship between matching and both communication and satisfaction were not supported in this study simply because her theory and methodology were both flawed.

Veenstra's Model of Relationship Development

This study also addressed several questions related to the Relationship Resources Communication Questionnaire, as well as testing the underlying assumptions of Veenstra's model which was integral to the development of the RRCQ. Question D1 addressed whether or not couples communicated differently around different relationship resources; Question D2 addressed whether or not type of match on the Sensing and Intuition dimensions of the MBTI made a difference in how couples communicated around various relationship resources; Question D3 addressed how much each level of relationship resource contributed to the prediction of relationship satisfaction; and Question D4 addressed the assumption that Veenstra's levels of relationship resources are unidimensional and arrayed in cumulatively hierarchical fashion.

With regard to how couples communicated around various relationship resources, a number of conclusions are apparent. One observation was the trend that couples did the worst job of communicating around Level 1 (Communicating) and Level 2 (Comprehending), the two highest levels of the developmental scale. Furthermore, they did the best job of communicating around Level 5 (Caring) and Level 6 (Contacting), the two lowest levels of the developmental scale. For all communication variables there was a clear pattern with the worst communication at a higher level of the scale than the best communication. These findings are in keeping with the expectations of Veenstra's model that the relationship resources at the lowest end of the scale would develop first and be easier to establish than the higher level resources.

Another trend that was observed was that the smallest differences in communication occured between levels that were either contiguous or spanned by only one other level. There was only one variable, ExpagrW, where the smallest difference spanned two levels. This trend is also

in keeping with the expectations of Veenstra's model that resources are developed continuously, from one level to the next.

Finally, with respect to issue salience (i.e., do couples communicate differently around different issues?), it is clear that over all, couples did the worst job communicating around the relationship resource at Level 2 (Comprehending). In other words, when it comes to the relationship resource of understanding, they did the worst job of communicating (for seven of the nine communication variables). Furthermore, as evidenced by scores on seven of the the nine communication variables, there was a trend for couples to do their best job of communicating around the relationship resources of Level 5 (Caring) and Level 6 (Contracting). The best communication scores for Similar and UnderH were on Level 3 (Contracting). This suggests that across all six levels of relationship resources, couples were most similar in terms of their self-descriptions of their roles and responsibilities. Also, that of all things the husbands understood about their wives' perceptions of them, it was the wives' perceptions of the husbands' roles and responsibilities that were most clear.

When the question of issue salience was further differentiated (Question D2) by determining if issue salience varied by matched and mismatched groups on the MBTI Sensing and Intuition dimensions, several of the findings ran contrary to Myers-Briggs premise. Differences in main effects were found on two communication variables, AgreeW and UnderW, where the wife was the referent in both cases . An interaction effect was found for three of the communication variables where the husband was the referent in two cases (AgreeH, UnderH) and only the husbands' perceptions were involved in the third case (PersimH).

For the main effects analyses of AgreeW (couples' agreement about the wife), the plot showed that the Sensing-Sensing (SS) couples had a higher mean difference score across all six levels of the RRCQ. Significant differences were found on Level 1 (Communicating) and Level 3 (Contracting), where the SS group was different from the other three types of match. For Level 5 (Caring), the SS group was significantly different from only the Intuitive-Intuitive (NN) couples. The interpretation of a significantly greater mean difference score (i.e., that communication, in this case agreement on the wife, was worse for the SS group) runs counterintuitive to Myers-Briggs

claim that matched couples would understand each other better than mismatched couples. Therefore, these results support a premise opposite to that of Myers-Briggs, suggesting that couples who are matched sometimes (on some issues) do a worse job of communicating than couples who are either mismatched or matched on the opposite dimension.

A similar counterintuitive conclusion was reached for the main effects of the variable UnderW. Again, the SS group showed higher mean difference scores than any of the other three types of match, across all six Levels of the RRCQ. For this variable, it was on Level 3 (Contracting) where the wives' understanding of their husbands' was worse for the SS group than for any of the other three types of match. On Level 6 (Contacting), the SS group was significantly different from only two of the other types of match, the other matched group (NN) and one of the mismatched groups, the Intuitive-Sensing (NS) group. Again, this finding was opposite to the expectations given by Myers-Briggs that matched couples would communicate better than mismatched couples. Furthermore, Myers-Briggs' premise offers no logical explanation why couples with one type of match (SS) would be significantly different than couples who were also matched, but on a different dimension (NN).

As noted above, interaction effects were found for AgreeH, UnderH, and PersimH. When these interactions were plotted, however, the cells that were significantly different from one another were difficult to determine. For AgreeH, it appeared that there was a significant difference for the NN group with Level 2 showing a higher mean difference score than Level 5. For UnderH, it appeared that the greatest difference was with the highest mean difference for the SS group at Level 4 and the lowest mean difference for the NN group at Level 5. For PersimH, it appeared that the highest mean difference was for the NS group at Level 2 and the lowest mean difference for the SN group at Level 6. The interaction findings have no clear pattern nor clear implications. If anything, however, it was counterintuitive to Myers-Briggs premise that for AgreeH and UnderH the greatest differences would be found between the two matched groups, or for that matter, between two mismatched groups as found for PersimH.

When the issue of how much each level of relationship resource contributed to the prediction of relationship satisfaction was addressed (Question D3), it was discovered that overall,

the communication variables did an excellent job of predicting relationship satisfaction, and the wife's perceived similarity of the couple (PersimW) explained more of the variance in relationship satisfaction than any of the other eight communication variables. More specifically, across all communication variables, the relationship resources at Level 3 (Contracting) and Level 5 (Caring) were the best predictors out of the six levels of relationship resources. In fact, Level 3 was a significant predictor for seven of the nine communication variables, and was the best predictor for six of the nine variables. Level 5 was a significant predictor for five of the nine communication variables, and was the best predictor for three of the nine communication variables. The only other level of relationship resource to be a "best predictor" was Level 4 (Controlling) for the wife's understanding of the husband's view of her (UnderW).

In summary, while Level 5 and Level 6 were the two levels where communication was at its best, Level 3 was the overall best predictor of relationship satisfaction, and Level 5 the second best overall. Clearly, the two levels (Level 1 and Level 2) were where communication was at its worst, and Level 2 was the worst overall predictor of relationship satisfaction. It is interesting to note that when communication was differentiated by type of match, there were some findings that actually ran counterintuitive to Myers-Briggs hypothesis. In conclusion, it can be said that couples do communicate differently around different relationship issues, and that the RRCQ was helpful in identifying these differences.

It is interesting to speculate why these particular relationship resources, Contracting and Caring, were the best predictors. In many ways it is not surprising that Caring was such an important predictor. Caring is equated with a sense of emotional attachment and love. Although this resource has not always been the basis of marriage, there has been a clear historical shift from marriage as an economic union, or marriages arranged by parents, to marriage as a choice based on personal characteristics and love (Hafner, 1986). Furthermore, Veenstra's model positions this resource as foundational, second only to two people establishing contact. If emotional attachment occurs, the growth of the relationship is likely. If emotional attachment doesn't occur, the death of the relationship is likely. The reasons why Contracting was an important predictor are less obvious, however, as Contracting has everything to do with a sense of "fairness" in the

relationship, it probably carries a lot of the variance in relationship satisfaction. Modern marriages are preoccupied with the issue of fairness and equality. It is not uncommon to hear the term "contract marriage" applied to couples who literally negotiate the terms of their relationship like they would a business arrangement. As opposed to marriages that were based on the parents deciding for the child, modern marriages carry with them many expectations about roles and responsibilities that are negotiable within the context of the dyad. As such, the expectations brought to bear on modern marriages are usually pivotal in terms of their impact on happiness. And as Farson (1971) notes, "Marriages can withstand some kinds of difficulty and trauma, but they cannot stand the abuse of unmet expectations" (p. 170).

Finally, Veenstra's model (Question D4) was tested to determine if it stood up to the two primary assumptions of a Guttman scale (a) that the Levels of relationship resources were unidimensional, and (b) that they were arrayed in cumulatively hierarchical fashion. To test these assumptions a Scalogram analysis was done for four of the communication variables: AgreeH, AgreeW, UnderH, and UnderW. Furthermore, each variable was analyzed twice, once with the levels of relationship resources arrayed in their theoretical order of difficulty, and again with the ordering determined by the computer. Four statistics were computed for each of the eight analyses, the Coefficient of Reproducibility, the Minimum Marginal Reproducibility, the Percent Improvement, and the Coefficient of Scalability. In each analysis the model failed to meet the statistical criteria necessary to be considered a valid Guttman scale.

In retrospect, there are several possible reasons why Veenstra's model failed the test of a Guttman scale. The most immediate possibility is that no special care was taken during item development to select items that varied in degree of difficulty. This being the case, the full weight of the test was born by an operationalization of the model that had no prior history of reliability or validity, except for the face validity of the items. It could well be that a more carefully constructed questionnaire would meet the test of a Guttman scale. Second, for purposes of conducting the test, it was assumed that congruence between perspectives (a small difference score) was synonymous with the presence of the relationship resource. This was an untested assumption; and it could be that there is a more valid, as of yet undiscovered method for determining the presence of

relationship resources. Third, it is possible that a Guttman scale is not the best test of Veenstra's model. Clear examples of Guttman scales are those where the skills for higher level tasks are obviously dependent on the development of earlier skills. In mathematics, for example, algebra skills require prior skills in the four basic math functions of addition, subtraction, multiplication, and division. Veenstra's model, however, suggests that a capacity for each level of functioning, however rudimentary, is present at birth. Development of the various capacities do not unfold in a lockstep fashion, with a higher level being nonexistent prior to the development of a lower level. It may be unreasonable to assume, as does a Guttman scale, that the change from one level to the next is a discontinuous leap. Rather, a more appropriate test would be one which was less deterministic and did a better job of accommodating the probability of change from one level to the next.

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Table 1

Listing of the Communication Variables Used in this Study as Derived from Figure 2, Including an Itemization of the Perspectives Compared, a Variable Description, and the Variable Name

Perspectives Compared	Description of Derived Variable	Variable Name
H1H : H1W =	husband's perceived similarity of the couple	PersimH
W1W : W1H =	wife's perceived similarity of the couple	PersimW
H1H : W1H =	couple's agreement about the husband	AgreeH
H1W : W1W =	couple's agreement about the wife	AgreeW
H1H : W1W =	similarity of self-perceptions	Similar
H2H : H1H =	husband's expectation of agreement about the husband	ExpagrH
W2W : W1W =	wife's expectation of agreement about the wife	ExpagrW
H2H : W1H =	husband's understanding of wife's view of him	UnderH
W2W : H1W =	wife's understanding of husband's view of her	UnderW

Note. H1H = husband's direct perspective on husband; H1W = husband's direct perspective on wife; W1W = wife's direct perspective on wife; W1H = wife's direct perspective on husband; H2H = husband's metaperspective on wife about husband, H2W = husband's metaperspective on wife about wife; W2W = wife's metaperspective on husband about wife; W2H = wife's metaperspective on husband about husband.

Figure Captions

Figure 1. The triangle method used for comparing the levels of interpersonal perception.

Figure 2: The triangle method expanded to show both husband and wife as referents.

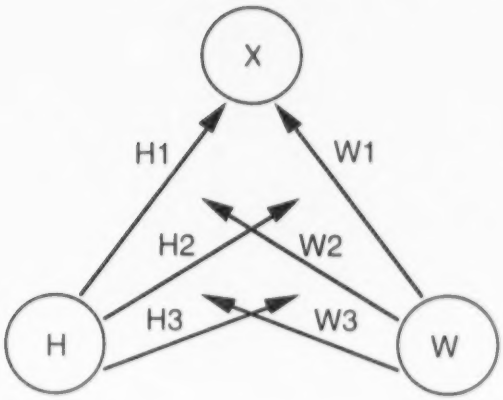

Figure 1. The triangle method used for comparing the levels of interpersonal perception.

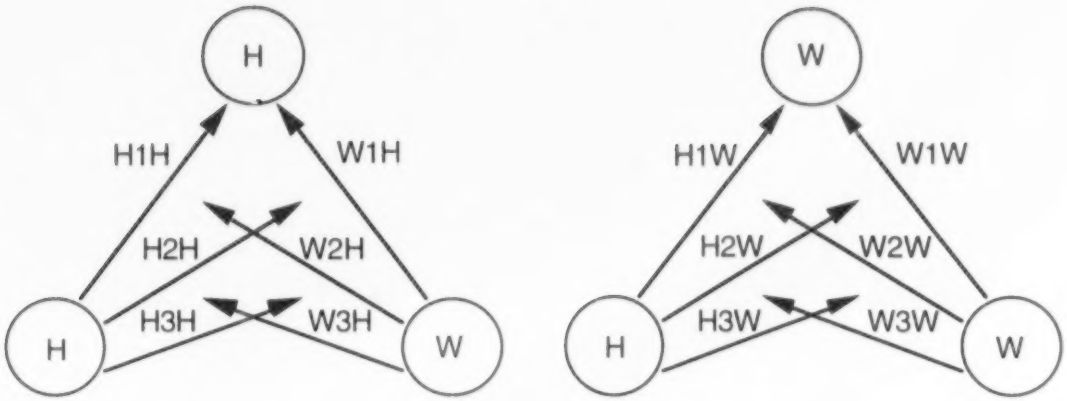

Figure 2: The triangle method expanded to show both husband and wife as referents.